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ENVISION WORK



NEW ENGLAND REGIONAL EMPLOYER | BOSTON, MA | October 24, 2024

8:00 a.m. – 9:00 a.m.

Registration and Breakfast

9:00 a.m. – 10:00 a.m.

Piecing It All Together: How the Massachusetts PFML Fits with FMLA, ADA and Employer Policies in the Workplace Puzzle

When navigating the intersection of various leave laws and employer policies, it's like trying to complete a jigsaw puzzle where not all pieces fit perfectly. Each piece – whether the PFML, FMLA or the ADA – has its own unique shape and forcing them together without careful consideration can lead to gaps in compliance and coverage. In this interactive session, we will discuss several complicated leave scenarios covered by numerous leave laws and/or benefit programs. We will unravel the sometimes-conflicting provisions of the laws and outline how Massachusetts (MA) PFML integrates (and sometimes does not integrate) with other leave laws such as FMLA, ADA and MA Parental Leave. We will also solve tricky pay issues, including how MA PFML may impact and be impacted by STD, paid corporate leaves and PTO.

Speakers:

[Alice Kokodis](#), [Ellen Donovan McCann](#)

10:00 a.m. – 10:15 a.m.

Break

10:15 a.m. – 11:15 a.m.

Massachusetts Pay Transparency Law: What Employers Need to Know and Do

On July 31, 2024, Massachusetts Gov. Maura Healy signed salary range transparency legislation set to take effect July 31, 2025 that imposes new salary range disclosure requirements on Massachusetts employers with 25 or more employees and requires other pay range reporting requirements for employers with 100 or more employees. This session will examine the new salary posting requirements in Massachusetts and reporting obligations for employers, the prohibition against retaliation, and enforcement. Learn practical tips for employers to be prepared to develop a compliance strategy for the Commonwealth's new pay transparency requirements and the impacts on the workplace.

Speakers:

[Francis Bingham](#), [Asha Santos](#)

11:15 a.m. – 12:15 p.m.

2024 Employment Law Update

This fast-paced session provides a unique opportunity to understand the latest federal and state court cases, as well as legislative and regulatory activity that will affect workplaces throughout New England.

Speakers:

[Jillian Folger-Hartwell](#), [Christopher Kaczmarek](#)